
Annual Salary Study

**Selected School, District,
and County Personnel**

2003–04

**South Carolina Department of Education
Office of Research**

August 2004

**Inez Moore Tenenbaum
State Superintendent of Education**

**2003–04
ANNUAL SALARY STUDY
SELECTED SCHOOL, DISTRICT, AND COUNTY PERSONNEL**

August 2004

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INTRODUCTION

This publication contains tables that use four variables to display salary ranges, frequencies, and average salaries for 23 different positions. The four variables are: enrollment size of the school or district served, length of contract, educational level, and total years of experience. Additional descriptive statistics include median, standard deviation, maximum and minimum salary, and percent change in the median salary over the previous year. Due to the level of completeness required on the source for staff information, only the additional descriptive statistics are provided for 22 additional positions.

Information concerning salaries, length of contract, educational level, and years of experience are obtained from the **Professional Certified Staff (PCS) Micro-Computer System**. The PCS file is updated periodically by personnel in the school districts and transmitted to the State Department of Education. At the Department, the district files are merged with information from the teacher certification files. Information for this publication was accessed July 6, 2004.

As specified in the instructions for the **Professional Certified Staff Micro-Computer System**, the annual salary is the "amount paid for the number of days employed" excluding extracurricular supplements. This salary figure also excludes bonus and incentive pay. Days employed are the number of days an individual receives compensation including all earned leave days.

Only personnel employed full time within the 85 geographic school districts and county education offices are included in this study. Full-time personnel employed in multiple positions are excluded. Length of contract is expressed in months and is determined by days employed: 12-month contract = 240 days or more, 11-month contract = 220–239 days, 10-month contract = 200–219 days, and 9-month contract = 190–199 days. Except for school nurses and physical/occupational therapists, personnel employed for less than 190 days are excluded from this study.

The average daily membership figures are computed from the FY 2003–04 Average Daily Membership Report for 45-Day Period.

Any comments and suggestions concerning this publication are encouraged and should be directed to the team leader.

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**SALARY DISTRIBUTION OF DISTRICT SUPERINTENDENTS^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$85,000	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 to \$109,999	\$110,000 to \$114,999	\$115,000 to \$119,999	\$120,000 to \$124,999	\$125,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM												
0-2,499.99	5	5	4	2	0	2	0	0	1	1	20	\$ 92,802
2,500-4,999.99	3	2	2	2	3	4	6	1	0	0	23	101,054
5,000-7,499.99	0	0	0	0	3	3	1	0	0	1	8	108,558
7,500-9,999.99	0	0	0	0	0	0	6	1	2	3	12	121,395
10,000-14,999.99	0	0	0	0	0	1	2	1	0	1	5	116,853
15,000-19,999.99	0	0	0	0	0	0	0	1	1	5	7	135,539
20,000-24,999.99	0	0	0	0	0	0	0	0	0	1	1	144,926
25,000-29,999.99	0	0	0	0	0	0	0	0	0	2	2	158,923
30,000 +	0	0	0	0	0	0	0	0	1	2	3	138,888
TOTAL	8	7	6	4	6	10	15	4	5	16	81	\$110,098

LENGTH OF CONTRACT												
12 Months	7	5	5	3	5	9	13	4	4	13	68	\$110,570
11 Months	0	2	1	1	1	1	1	0	1	2	10	107,275
10 Months	0	0	0	0	0	0	0	0	0	0	0	-
9 Months	1	0	0	0	0	0	1	0	0	1	3	108,817
TOTAL	8	7	6	4	6	10	15	4	5	16	81	\$110,098

EDUCATIONAL LEVEL												
Doctorate Degree	4	5	2	1	5	6	11	4	3	15	56	\$114,172
Master's +30 Hrs	2	2	4	2	1	4	4	0	1	1	21	102,058
Master's Degree	2	0	0	1	0	0	0	0	1	0	4	95,275
TOTAL	8	7	6	4	6	10	15	4	5	16	81	\$110,098

TOTAL YEARS OF EXPERIENCE												
5-9	0	0	0	0	0	0	0	0	0	2	2	\$159,386
10-14	0	0	0	0	1	0	0	0	0	0	1	104,118
15-19	1	0	1	2	0	0	1	0	0	1	6	101,570
20-24	1	1	1	1	1	2	0	2	0	1	10	103,060
25-29	2	2	1	0	1	2	6	0	0	3	17	107,544
30-34	3	4	3	1	2	6	5	1	4	6	35	109,153
35-39	1	0	0	0	1	0	3	1	0	3	9	120,232
40-44	0	0	0	0	0	0	0	0	1	0	1	124,384
TOTAL	8	7	6	4	6	10	15	4	5	16	81	\$110,098

^aThere are 85 geographic school districts. The length of contract for four superintendents was less than 190 days.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 109,587
 % Change in Median Salary Over One Year = + 2.2%

Maximum Salary = \$ 164,614
 Minimum Salary = \$ 77,650
 Standard Deviation = \$ 20,535

**SALARY DISTRIBUTION OF ASSISTANT SUPERINTENDENTS FOR INSTRUCTION (ASSOCIATE, DEPUTY) BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 to \$109,999	\$110,000 to \$114,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	5	2	2	0	2	0	0	0	0	11	\$78,346
2,500-4,999.99	2	7	5	2	3	0	0	0	0	19	81,417
5,000-7,499.99	2	1	4	1	0	3	0	0	0	11	84,833
7,500-9,999.99	0	1	0	4	5	1	2	0	0	13	90,912
10,000-14,999.99	0	0	0	3	1	0	1	0	0	5	91,764
15,000-19,999.99	0	0	1	0	2	2	1	1	0	7	96,226
20,000-24,999.99	0	0	6	1	0	0	1	0	0	8	85,274
25,000-29,999.99	0	0	0	2	0	0	0	0	1	3	96,030
30,000 +	0	0	3	6	0	1	1	1	2	14	93,513
TOTAL	9	11	21	19	13	7	6	2	3	91	\$87,204

LENGTH OF CONTRACT											
12 Months	7	11	13	17	10	4	5	1	3	71	\$87,045
11 Months	1	0	8	2	2	3	1	0	0	17	87,345
10 Months	1	0	0	0	0	0	0	0	0	1	72,139
9 Months	0	0	0	0	1	0	0	1	0	2	99,216
TOTAL	9	11	21	19	13	7	6	2	3	91	\$87,204

EDUCATIONAL LEVEL											
Doctorate Degree	1	4	4	11	7	6	5	1	3	42	\$91,864
Master's + 30 Hrs	7	5	15	7	4	0	1	1	0	40	82,785
Master's Degree	1	2	2	1	2	1	0	0	0	9	85,103
TOTAL	9	11	21	19	13	7	6	2	3	91	\$87,204

TOTAL YEARS OF EXPERIENCE											
5-9	0	0	0	0	0	0	0	0	0	0	-
10-14	0	0	0	1	0	0	0	0	0	1	\$85,514
15-19	1	0	2	2	1	0	0	0	0	6	83,809
20-24	3	3	4	5	2	0	0	1	0	18	84,103
25-29	3	5	7	3	4	3	3	0	2	30	87,592
30-34	2	3	5	6	6	3	1	1	1	28	88,537
35-39	0	0	2	1	0	1	2	0	0	6	93,032
40-44	0	0	1	1	0	0	0	0	0	2	84,200
TOTAL	9	11	21	19	13	7	6	2	3	91	\$87,204

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 85,514

% Change in Median

Salary Over One Year = + 0.6%

Maximum Salary

= \$ 114,086

Minimum Salary

= \$ 70,722

Standard Deviation

= \$ 9,904

**SALARY DISTRIBUTION OF ASSISTANT SUPERINTENDENTS FOR NON-INSTRUCTION (ASSOCIATE, DEPUTY) BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 to \$109,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	0	0	1	0	0	0	0	0	1	\$83,915
2,500-4,999.99	1	4	2	0	0	0	0	0	7	77,128
5,000-7,499.99	0	1	2	5	0	2	0	0	10	87,010
7,500-9,999.99	0	1	3	3	3	2	0	0	12	87,954
10,000-14,999.99	0	0	1	1	0	2	0	0	4	91,433
15,000-19,999.99	0	0	2	1	3	6	1	2	15	95,891
20,000-24,999.99	0	0	0	0	0	0	0	0	0	-
25,000-29,999.99	0	0	0	1	0	0	2	0	3	98,150
30,000 +	0	0	1	1	4	1	0	0	7	91,960
TOTAL	1	6	12	12	10	13	3	2	59	\$89,689

LENGTH OF CONTRACT										
12 Months	1	2	9	11	10	10	2	1	46	\$90,222
11 Months	0	4	3	0	0	3	1	1	12	87,655
10 Months	0	0	0	0	0	0	0	0	0	-
9 Months	0	0	0	1	0	0	0	0	1	89,558
TOTAL	1	6	12	12	10	13	3	2	59	\$89,689

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	4	3	4	1	1	13	\$94,550
Master's + 30 Hrs	0	3	9	4	3	3	1	0	23	86,598
Master's Degree	0	2	1	1	1	0	0	0	5	83,571
Missing Data	1	1	2	3	3	6	1	1	18	-
TOTAL	1	6	12	12	10	13	3	2	59	\$89,689

TOTAL YEARS OF EXPERIENCE										
5-9	0	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	0	0	0	-
15-19	0	0	2	0	0	0	0	0	2	\$84,530
20-24	0	1	1	1	1	1	0	0	5	88,295
25-29	0	4	2	3	3	1	1	0	14	86,576
30-34	0	0	4	4	2	3	1	0	14	89,793
35-39	0	0	1	1	0	2	0	1	5	93,029
40-44	0	0	0	0	1	0	0	0	1	93,911
Missing Data	1	1	2	3	3	6	1	1	18	-
TOTAL	1	6	12	12	10	13	3	2	59	\$89,689

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 89,017
 % Change in Median
 Salary Over One Year = + 0.2%

Maximum Salary = \$ 106,758
 Minimum Salary = \$ 71,537
 Standard Deviation = \$ 8,455

**SALARY DISTRIBUTION OF SECONDARY HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$60,000	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	1	0	0	0	0	0	0	0	0	1	\$42,000
100-249.99	0	0	1	1	2	0	0	0	0	4	73,926
250-399.99	2	0	7	4	5	0	0	1	0	19	71,465
400-549.99	1	0	4	8	7	0	2	0	1	23	74,793
550-699.99	0	2	1	2	2	4	2	0	0	13	76,266
700-849.99	0	0	1	5	4	4	3	1	0	18	79,126
850-999.99	0	0	0	6	5	7	2	2	1	23	80,747
1,000-1,149.99	1	0	1	1	4	4	3	0	0	14	78,317
1,150-1,299.99	0	0	1	1	4	3	2	1	0	12	80,621
1,300-1,449.99	0	0	0	4	2	4	3	1	0	14	80,807
1,450-1,599.99	0	0	0	0	4	3	3	2	1	13	85,016
1,600 +	0	1	1	3	3	12	7	9	1	37	83,736
TOTAL	5	3	17	35	42	41	27	17	4	191	\$78,991

LENGTH OF CONTRACT											
12 Months	3	1	8	25	34	33	24	13	4	145	\$80,056
11 Months	1	2	9	6	7	7	2	3	0	37	75,542
10 Months	1	0	0	0	0	0	0	0	0	1	58,996
9 Months	0	0	0	4	1	1	1	1	0	8	78,138
TOTAL	5	3	17	35	42	41	27	17	4	191	\$78,991

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	2	6	4	6	6	3	27	\$85,896
Master's + 30 Hrs	2	2	10	18	27	25	10	5	1	100	77,912
Master's Degree	3	1	7	15	9	12	11	6	0	64	77,764
TOTAL	5	3	17	35	42	41	27	17	4	191	\$78,991

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	0	0	0	0	0	0	0	0	-
5-9	0	0	2	0	2	1	1	0	0	6	\$76,917
10-14	1	0	1	5	6	4	3	0	0	20	76,967
15-19	1	1	3	6	6	6	5	3	0	31	78,540
20-24	0	0	4	10	8	3	2	2	0	29	77,086
25-29	2	0	1	10	7	13	4	5	0	42	78,868
30-34	1	1	5	2	9	13	8	5	3	47	81,087
35-39	0	1	1	2	3	1	3	1	1	13	79,830
40-44	0	0	0	0	1	0	1	1	0	3	84,969
TOTAL	5	3	17	35	42	41	27	17	4	191	\$78,991

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 79,415
 % Change in Median
 Salary Over One Year = + 1.8%

Maximum Salary = \$ 101,333
 Minimum Salary = \$ 42,000
 Standard Deviation = \$ 8,869

**SALARY DISTRIBUTION OF SECONDARY ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$45,000	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	0	0	0	0	0	0	0	-
100-249.99	0	0	0	2	1	1	0	0	0	4	\$60,921
250-399.99	0	3	1	7	2	0	0	0	0	13	55,171
400-549.99	2	1	5	9	7	6	0	0	0	30	58,590
550-699.99	0	2	1	3	5	4	0	0	0	15	60,536
700-849.99	1	1	3	4	9	4	2	1	0	25	61,448
850-999.99	2	2	6	12	18	5	6	2	0	53	60,915
1,000-1,149.99	0	2	4	5	8	9	2	0	1	31	62,076
1,150-1,299.99	1	0	7	10	8	2	1	1	0	30	59,140
1,300-1,449.99	1	3	2	15	12	9	2	0	0	44	60,538
1,450-1,599.99	0	6	4	16	4	12	4	2	0	48	60,707
1,600 +	1	7	23	23	26	29	15	7	0	131	62,027
TOTAL	8	27	56	106	100	81	32	13	1	424	\$60,833

LENGTH OF CONTRACT											
12 Months	0	0	1	8	32	32	15	6	0	94	\$65,869
11 Months	4	8	24	44	41	38	13	6	1	179	61,371
10 Months	3	16	26	51	25	10	4	0	0	135	57,233
9 Months	1	3	5	3	2	1	0	1	0	16	55,592
TOTAL	8	27	56	106	100	81	32	13	1	424	\$60,833

EDUCATIONAL LEVEL											
Doctorate Degree	0	1	1	4	3	9	7	4	1	30	\$67,115
Master's + 30 Hrs	1	9	19	58	65	51	20	4	0	227	61,965
Master's Degree	6	17	32	42	31	21	5	5	0	159	58,419
Bachelor's +18 Hrs	0	0	3	2	1	0	0	0	0	6	55,792
Bachelor's Degree	1	0	1	0	0	0	0	0	0	2	45,038
TOTAL	8	27	56	106	100	81	32	13	1	424	\$60,833

TOTAL YEARS OF EXPERIENCE											
0-4	1	3	3	1	0	0	0	0	0	8	\$49,451
5-9	5	15	15	14	10	4	1	0	0	64	54,500
10-14	2	6	26	30	12	6	0	1	0	83	56,765
15-19	0	2	6	21	12	11	1	0	0	53	60,072
20-24	0	1	2	18	27	18	8	0	0	74	62,748
25-29	0	0	2	10	18	20	7	5	1	63	65,447
30-34	0	0	2	9	16	20	13	6	0	66	66,733
35-39	0	0	0	3	5	2	2	1	0	13	64,863
TOTAL	8	27	56	106	100	81	32	13	1	424	\$60,833

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 60,833

% Change in Median

Salary Over One Year = + 0.9%

Maximum Salary

= \$ 80,194

Minimum Salary

= \$ 39,668

Standard Deviation

= \$ 7,604

**SALARY DISTRIBUTION OF MIDDLE/JUNIOR HIGH HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	TOTAL	Average
SCHOOL 45-DAY ADM										
100-249.99	1	0	3	1	2	0	0	0	7	\$64,613
250-399.99	0	1	4	8	8	1	0	1	23	69,047
400-549.99	1	0	4	13	14	13	6	1	52	73,068
550-699.99	0	0	1	9	15	12	5	2	44	74,641
700-849.99	0	0	2	4	10	17	4	2	39	75,265
850-999.99	0	0	1	4	11	13	3	2	34	75,711
1,000-1,149.99	0	0	0	0	0	5	4	1	10	81,679
1,150-1,299.99	0	0	0	1	1	2	2	0	6	76,649
1,300-1,449.99	0	0	0	0	0	1	1	2	4	84,678
1,450-1,599.99	0	0	0	0	0	1	1	0	2	81,251
TOTAL	2	1	15	40	61	65	26	11	221	\$74,260

LENGTH OF CONTRACT										
12 Months	0	1	9	34	34	55	17	9	159	\$74,597
11 Months	0	0	5	4	21	10	7	2	49	74,392
10 Months	2	0	0	2	1	0	0	0	5	62,512
9 Months	0	0	1	0	5	0	2	0	8	74,100
TOTAL	2	1	15	40	61	65	26	11	221	\$74,260

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	2	1	5	11	9	4	32	\$78,283
Master's + 30 Hrs	0	0	8	22	34	34	12	7	117	74,482
Master's Degree	2	1	5	17	22	20	5	0	72	72,113
TOTAL	2	1	15	40	61	65	26	11	221	\$74,260

TOTAL YEARS OF EXPERIENCE										
0-4	0	0	0	0	0	0	0	0	0	-
5-9	0	0	4	2	4	2	0	1	13	\$70,559
10-14	1	1	2	10	6	3	2	0	25	69,937
15-19	1	0	0	7	19	5	1	1	34	72,254
20-24	0	0	2	8	12	13	5	3	43	74,973
25-29	0	0	3	7	13	26	8	4	61	75,999
30-34	0	0	2	6	6	12	8	2	36	76,554
35-39	0	0	1	0	1	4	2	0	8	76,547
40-44	0	0	1	0	0	0	0	0	1	61,057
TOTAL	2	1	15	40	61	65	26	11	221	\$74,260

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 74,541
 % Change in Median
 Salary Over One Year = + 1.0%

Maximum Salary = \$ 89,861
 Minimum Salary = \$ 50,869
 Standard Deviation = \$ 6,711

**SALARY DISTRIBUTION OF MIDDLE/JUNIOR HIGH ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003–04**

Salary Distribution Based On:	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
100–249.99	0	0	0	1	0	0	0	0	1	\$55,958
250–399.99	0	1	2	8	2	0	0	0	13	55,862
400–549.99	1	9	8	25	8	6	0	1	58	57,116
550–699.99	1	8	15	18	16	6	3	0	67	57,383
700–849.99	1	9	14	19	15	6	1	0	65	57,180
850–999.99	1	8	13	22	8	10	0	0	62	57,352
1,000–1,149.99	0	1	7	4	7	2	3	0	24	59,594
1,150–1,299.99	0	2	1	3	5	3	0	0	14	59,219
1,300–1,449.99	0	1	3	3	3	2	0	0	12	58,239
1,450–1,599.99	0	0	4	0	1	2	1	0	8	59,112
TOTAL	4	39	67	103	65	37	8	1	324	\$57,541

LENGTH OF CONTRACT										
12 Months	0	2	1	25	8	11	3	0	50	\$60,827
11 Months	0	6	21	15	34	11	4	0	91	59,035
10 Months	3	23	42	57	23	12	1	1	162	56,225
9 Months	1	8	3	6	0	3	0	0	21	53,390
TOTAL	4	39	67	103	65	37	8	1	324	\$57,541

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	1	2	3	7	3	1	17	\$66,360
Master's + 30 Hrs	0	20	30	64	49	25	3	0	191	58,379
Master's Degree	4	18	33	37	13	5	2	0	112	54,982
Bachelor's + 18 Hrs	0	1	1	0	0	0	0	0	2	50,183
Bachelor's Degree	0	0	1	0	0	0	0	0	1	52,910
Missing Data	0	0	1	0	0	0	0	0	1	-
TOTAL	4	39	67	103	65	37	8	1	324	\$57,541

TOTAL YEARS OF EXPERIENCE										
0–4	0	3	3	0	0	0	0	0	6	\$48,364
5–9	3	22	25	15	4	0	0	0	69	51,834
10–14	1	11	17	16	8	1	0	0	54	54,268
15–19	0	2	11	19	8	5	1	0	46	57,901
20–24	0	1	5	14	18	6	1	0	45	60,428
25–29	0	0	2	18	19	8	0	0	47	61,117
30–34	0	0	3	16	7	11	5	1	43	63,003
35–39	0	0	0	5	1	6	1	0	13	63,707
Missing Data	0	0	1	0	0	0	0	0	1	-
TOTAL	4	39	67	103	65	37	8	1	324	\$57,541

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 57,494
 % Change in Median
 Salary Over One Year = – 0.2%

Maximum Salary = \$ 79,080
 Minimum Salary = \$ 42,549
 Standard Deviation = \$ 6,703

**SALARY DISTRIBUTION OF ELEMENTARY HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	2	0	0	0	0	0	1	0	1	4	\$71,065
100-199.99	3	1	7	5	4	2	1	0	0	23	66,175
200-299.99	1	3	20	21	16	5	2	1	0	69	68,333
300-399.99	1	4	20	30	25	15	5	2	1	103	69,994
400-499.99	0	6	17	35	30	21	11	2	1	123	71,088
500-599.99	1	5	14	46	38	21	12	1	0	138	70,752
600-699.99	0	2	4	15	24	23	8	2	0	78	73,437
700-799.99	1	1	2	9	8	13	2	3	1	40	73,465
800-899.99	0	0	0	1	8	7	4	0	0	20	75,560
900-999.99	0	0	0	4	4	6	0	1	0	15	74,379
1,000-1,099.99	0	0	0	0	1	1	0	0	0	2	73,895
1,100 +	0	0	0	4	2	2	1	0	0	9	72,522
TOTAL	9	22	84	170	160	116	47	12	4	624	\$71,046

LENGTH OF CONTRACT											
12 Months	3	8	60	114	128	91	36	9	3	452	\$71,620
11 Months	3	7	18	46	32	23	8	3	1	141	70,485
10 Months	2	6	0	1	0	1	0	0	0	10	59,739
9 Months	1	1	6	9	0	1	3	0	0	21	67,834
TOTAL	9	22	84	170	160	116	47	12	4	624	\$71,046

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	3	10	13	28	24	8	2	88	\$77,243
Master's + 30 Hrs	6	14	52	118	114	61	18	4	0	387	70,285
Master's Degree	2	8	29	42	33	27	5	0	1	147	69,257
Bachelor's + 18 Hrs	1	0	0	0	0	0	0	0	0	1	54,002
Missing Data	0	0	0	0	0	0	0	0	1	1	-
TOTAL	9	22	84	170	160	116	47	12	4	624	\$71,046

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	0	1	0	0	0	0	0	1	\$69,002
5-9	0	4	9	4	3	0	0	0	0	20	63,975
10-14	1	6	16	19	17	2	0	0	0	61	66,592
15-19	2	2	17	18	25	8	1	0	0	73	68,744
20-24	2	2	13	39	35	18	5	2	1	117	70,564
25-29	2	7	12	54	47	41	13	4	0	180	71,646
30-34	2	0	13	31	26	37	22	3	1	135	73,612
35-39	0	1	4	4	7	10	6	3	1	36	75,377
Missing Data	0	0	0	0	0	0	0	0	1	1	-
TOTAL	9	22	84	170	160	116	47	12	4	624	\$71,046

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 70,983
 % Change in Median Salary Over One Year = + 0.9%

Maximum Salary = \$ 100,000
 Minimum Salary = \$ 48,000
 Standard Deviation = \$ 7,056

**SALARY DISTRIBUTION OF ELEMENTARY ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
0-99.99	0	0	0	0	0	0	0	0	0	-
100-199.99	0	0	0	1	0	1	0	0	2	\$57,430
200-299.99	1	0	0	1	5	2	0	0	9	56,233
300-399.99	1	1	2	3	10	2	1	1	21	55,496
400-499.99	0	2	11	16	17	8	5	0	59	55,036
500-599.99	2	7	15	26	33	16	4	1	104	54,845
600-699.99	1	4	13	16	29	9	6	0	78	54,887
700-799.99	1	4	3	16	16	1	3	0	44	53,678
800-899.99	0	0	2	7	7	3	3	0	22	57,371
900-999.99	0	1	2	7	7	4	1	1	23	57,243
1,000-1,099.99	0	0	0	1	1	1	0	0	3	58,185
1,100 +	0	0	1	1	6	2	0	0	10	57,212
TOTAL	6	19	49	95	131	49	23	3	375	\$55,215

LENGTH OF CONTRACT										
12 Months	0	0	0	2	12	5	4	1	24	\$61,002
11 Months	2	3	13	26	22	15	8	0	89	55,263
10 Months	2	11	29	52	93	28	10	2	227	55,385
9 Months	2	5	7	15	4	1	1	0	35	50,028
TOTAL	6	19	49	95	131	49	23	3	375	\$55,215

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	1	3	7	7	1	19	\$63,578
Master's + 30 Hrs	0	3	16	62	95	32	11	1	220	56,388
Master's Degree	4	15	32	32	33	10	5	1	132	52,530
Bachelor's +18 Hrs	2	1	1	0	0	0	0	0	4	39,615
TOTAL	6	19	49	95	131	49	23	3	375	\$55,215

TOTAL YEARS OF EXPERIENCE										
0-4	1	0	2	1	0	0	0	0	4	\$46,924
5-9	5	15	17	13	11	1	0	0	62	48,601
10-14	0	3	20	28	12	3	3	0	69	52,475
15-19	0	1	6	23	26	7	4	0	67	55,736
20-24	0	0	3	10	30	15	6	0	64	58,295
25-29	0	0	0	10	27	14	6	2	59	59,209
30-34	0	0	0	9	17	7	4	1	38	58,828
35-39	0	0	1	1	7	2	0	0	11	57,324
40-44	0	0	0	0	1	0	0	0	1	59,562
TOTAL	6	19	49	95	131	49	23	3	375	\$55,215

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 55,488
 % Change in Median
 Salary Over One Year = + 0.6%

Maximum Salary = \$ 77,265
 Minimum Salary = \$ 35,097
 Standard Deviation = \$ 6,541

**SALARY DISTRIBUTION OF SCHOOL LIBRARIANS/MEDIA SPECIALISTS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	\$25,000 to \$29,999	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	0	2	0	0	0	0	2	\$46,954
100-249.99	1	6	3	10	11	19	3	1	0	54	46,103
250-399.99	2	11	19	33	44	49	10	6	0	174	46,683
400-549.99	1	16	33	50	65	71	17	5	1	259	46,667
550-699.99	1	10	17	30	56	58	14	8	1	195	47,941
700-849.99	1	7	10	14	25	39	9	4	0	109	48,052
850-999.99	1	5	8	12	20	27	10	1	2	86	48,072
1,000-1,149.99	0	1	2	6	9	15	4	1	1	39	49,562
1,150-1,299.99	0	1	3	2	10	6	4	0	0	26	48,066
1,300-1,449.99	0	2	1	4	4	19	1	2	1	34	50,427
1,450-1,599.99	0	1	3	4	4	10	4	2	0	28	49,242
1,600 +	0	2	9	3	12	26	10	3	2	67	50,037
TOTAL	7	62	108	168	262	339	86	33	8	1,073	\$47,663

LENGTH OF CONTRACT											
12 Months	0	0	0	0	0	0	1	0	0	1	\$59,061
11 Months	0	0	0	0	1	2	1	1	1	6	56,765
10 Months	0	8	17	24	50	70	29	6	3	207	49,381
9 Months	7	54	91	144	211	267	55	26	4	859	47,172
TOTAL	7	62	108	168	262	339	86	33	8	1,073	\$47,663

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	0	1	5	7	5	18	\$61,851
Master's + 30 Hrs	0	3	15	47	114	257	68	25	3	532	51,166
Master's Degree	2	47	82	83	128	81	13	1	0	437	44,207
Bachelor's +18 Hrs	2	8	8	31	17	0	0	0	0	66	41,213
Bachelor's Degree	3	4	3	7	3	0	0	0	0	20	38,481
TOTAL	7	62	108	168	262	339	86	33	8	1,073	\$47,663

TOTAL YEARS OF EXPERIENCE											
0-4	6	51	22	0	1	0	0	0	0	80	\$33,826
5-9	1	7	69	29	5	5	0	0	0	116	39,406
10-14	0	3	15	82	39	10	3	0	0	152	44,210
15-19	0	0	1	27	84	41	10	6	0	169	48,682
20-24	0	0	1	6	49	89	11	13	2	171	51,777
25-29	0	0	0	7	62	107	35	11	5	227	52,466
30-34	0	1	0	12	17	71	23	2	1	127	51,733
35-39	0	0	0	5	5	16	3	1	0	30	50,856
40-44	0	0	0	0	0	0	1	0	0	1	58,343
TOTAL	7	62	108	168	262	339	86	33	8	1,073	\$47,663

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 48,993
 % Change in Median
 Salary Over One Year = + 1.6%

Maximum Salary = \$ 70,027
 Minimum Salary = \$ 25,200
 Standard Deviation = \$ 7,257

**SALARY DISTRIBUTION OF SCHOOL GUIDANCE COUNSELORS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$30,000	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	+	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	0	0	2	1	0	0	3	\$52,696
100-249.99	0	3	8	10	10	9	8	1	0	49	46,518
250-399.99	0	9	22	21	39	37	19	7	0	154	47,410
400-549.99	0	21	47	52	50	77	30	2	4	283	46,694
550-699.99	0	14	32	42	56	63	29	5	4	245	47,733
700-849.99	2	18	20	37	40	40	26	7	3	193	47,288
850-999.99	1	10	22	23	39	53	21	5	7	181	48,620
1,000-1,149.99	0	5	4	9	13	25	8	4	1	69	49,695
1,150-1,299.99	0	3	2	12	11	16	6	7	1	58	49,961
1,300-1,449.99	0	2	7	8	12	19	8	3	3	62	49,906
1,450-1,599.99	1	3	3	4	13	9	16	7	2	58	51,723
1,600 +	1	3	26	30	26	32	33	13	8	172	49,805
TOTAL	5	91	193	248	309	382	205	61	33	1,527	\$48,174

LENGTH OF CONTRACT											
12 Months	0	0	0	2	3	2	12	14	9	42	\$60,166
11 Months	0	0	4	8	10	20	22	25	12	101	56,026
10 Months	1	17	68	96	90	152	132	11	10	577	49,300
9 Months	4	74	121	142	206	208	39	11	2	807	45,762
TOTAL	5	91	193	248	309	382	205	61	33	1,527	\$48,174

EDUCATIONAL LEVEL											
Doctorate Degree	0	1	0	0	1	2	11	12	18	45	\$62,916
Master's + 30 Hrs	2	9	69	126	161	295	154	39	11	866	50,210
Master's Degree	2	77	122	115	144	85	40	10	4	599	44,374
Bachelor's +18 Hrs	0	2	2	7	3	0	0	0	0	14	41,231
Bachelor's Degree	0	1	0	0	0	0	0	0	0	1	31,092
Missing Data	1	1	0	0	0	0	0	0	0	2	-
TOTAL	5	91	193	248	309	382	205	61	33	1,527	\$48,174

TOTAL YEARS OF EXPERIENCE											
0-4	1	85	74	11	2	0	1	0	0	174	\$35,608
5-9	1	5	111	105	13	2	1	1	0	239	40,397
10-14	0	0	8	109	83	10	1	1	0	212	44,995
15-19	0	0	0	21	102	56	10	3	0	192	49,210
20-24	0	0	0	0	42	121	48	12	5	228	53,686
25-29	0	0	0	2	43	118	82	27	9	281	54,689
30-34	2	0	0	0	17	61	50	13	16	159	55,701
35-39	0	0	0	0	5	12	9	4	2	32	55,162
40-44	0	0	0	0	2	2	2	0	1	7	53,592
45 +	0	0	0	0	0	0	1	0	0	1	58,188
Missing Data	1	1	0	0	0	0	0	0	0	2	-
TOTAL	5	91	193	248	309	382	205	61	33	1,527	\$48,174

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 49,231
 % Change in Median
 Salary Over One Year = + 0.9%

Maximum Salary = \$ 76,956
 Minimum Salary = \$ 24,413
 Standard Deviation = \$ 8,230

**SALARY DISTRIBUTION OF DIRECTORS OF INSTRUCTION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$60,000	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	1	1	1	0	1	0	0	4	\$66,056
2,500-4,999.99	0	1	0	2	0	0	0	3	68,864
5,000-7,499.99	0	0	0	0	0	0	0	0	-
7,500-9,999.99	1	1	0	1	0	0	0	3	61,979
10,000-14,999.99	0	0	0	0	1	0	2	3	86,432
15,000-19,999.99	0	0	0	1	1	2	1	5	78,914
20,000-24,999.99	0	0	0	0	1	0	0	1	76,292
25,000-29,999.99	0	0	0	0	1	0	0	1	75,298
30,000 +	0	0	1	0	1	0	0	2	72,596
TOTAL	2	3	2	4	6	2	3	22	\$73,064

LENGTH OF CONTRACT									
12 Months	1	2	0	4	4	0	1	12	\$71,626
11 Months	1	1	1	0	2	2	2	9	75,551
10 Months	0	0	1	0	0	0	0	1	67,926
9 Months	0	0	0	0	0	0	0	0	-
TOTAL	2	3	2	4	6	2	3	22	\$73,064

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	2	0	1	3	6	\$82,470
Master's + 30 Hrs	1	2	1	1	4	0	0	9	69,086
Master's Degree	1	1	0	1	2	1	0	6	70,480
Missing Data	0	0	1	0	0	0	0	1	-
TOTAL	2	3	2	4	6	2	3	22	\$73,064

TOTAL YEARS OF EXPERIENCE									
5-9	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	0	0	-
15-19	1	1	0	1	0	0	0	3	\$63,603
20-24	0	1	0	1	2	1	1	6	76,115
25-29	0	0	1	1	0	0	0	2	71,969
30-34	1	1	0	1	3	1	2	9	74,530
35-39	0	0	0	0	1	0	0	1	77,265
Missing Data	0	0	1	0	0	0	0	1	-
TOTAL	2	3	2	4	6	2	3	22	\$73,064

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 74,971
 % Change in Median
 Salary Over One Year = + 0.8%

Maximum Salary = \$ 93,113
 Minimum Salary = \$ 50,000
 Standard Deviation = \$ 10,183

**SALARY DISTRIBUTION OF DIRECTORS OF PERSONNEL BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$60,000	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	1	0	1	1	0	0	0	0	3	\$59,552
2,500-4,999.99	1	2	1	2	1	1	1	1	10	72,593
5,000-7,499.99	0	0	2	3	0	0	0	0	5	69,961
7,500-9,999.99	0	0	0	0	2	3	1	0	6	81,923
10,000-14,999.99	0	0	0	2	1	1	0	0	4	74,734
15,000-19,999.99	0	0	0	0	0	2	0	1	3	86,592
20,000-24,999.99	0	0	0	0	0	0	0	0	0	-
25,000-29,999.99	0	0	0	1	2	1	0	0	4	77,275
30,000 +	0	0	0	1	4	0	0	1	6	85,049
TOTAL	2	2	4	10	10	8	2	3	41	\$76,196

LENGTH OF CONTRACT										
12 Months	2	2	4	9	10	7	2	3	39	\$76,235
11 Months	0	0	0	1	0	0	0	0	1	70,853
10 Months	0	0	0	0	0	0	0	0	0	-
9 Months	0	0	0	0	0	1	0	0	1	80,000
TOTAL	2	2	4	10	10	8	2	3	41	\$76,196

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	1	0	3	4	1	2	11	\$81,678
Master's + 30 Hrs	0	1	2	5	5	4	1	0	18	75,472
Master's Degree	0	1	1	2	1	0	0	0	5	68,882
Bachelor's + 18 Hrs	0	0	0	0	0	0	0	0	0	-
Bachelor's Degree	1	0	0	0	0	0	0	0	1	38,729
Missing Data	1	0	0	3	1	0	0	1	6	-
TOTAL	2	2	4	10	10	8	2	3	41	\$76,196

TOTAL YEARS OF EXPERIENCE										
0-4	1	0	0	0	0	0	0	0	1	\$38,729
5-9	0	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	0	0	0	-
15-19	0	0	0	2	0	0	0	0	2	70,612
20-24	0	1	1	3	0	1	0	1	7	73,965
25-29	0	1	0	1	4	4	1	1	12	78,930
30-34	0	0	3	1	5	3	1	0	13	76,556
Missing Data	1	0	0	3	1	0	0	1	6	-
TOTAL	2	2	4	10	10	8	2	3	41	\$76,196

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 77,046
 % Change in Median
 Salary Over One Year = + 1.7%

Maximum Salary = \$ 130,129
 Minimum Salary = \$ 38,729
 Standard Deviation = \$ 13,173

**SALARY DISTRIBUTION OF DIRECTORS OF SPECIAL SERVICES^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003–04**

Salary Distribution Based On:	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0–2,499.99	0	0	1	4	1	0	0	0	6	\$67,614
2,500–4,999.99	2	1	2	3	6	0	1	0	15	67,478
5,000–7,499.99	0	0	1	3	0	0	1	0	5	69,613
7,500–9,999.99	0	0	2	1	3	1	2	0	9	73,431
10,000–14,999.99	0	0	0	1	3	0	2	0	6	74,803
15,000–19,999.99	0	0	0	0	2	0	3	1	6	79,252
20,000–24,999.99	0	0	0	0	1	0	0	0	1	71,850
25,000–29,999.99	0	0	0	0	0	0	0	1	1	90,025
30,000 +	0	0	0	0	0	2	1	0	3	78,260
TOTAL	2	1	6	12	16	3	10	2	52	\$72,073

LENGTH OF CONTRACT										
12 Months	2	1	6	9	11	3	9	1	42	\$71,898
11 Months	0	0	0	2	5	0	1	1	9	73,574
10 Months	0	0	0	1	0	0	0	0	1	65,896
9 Months	0	0	0	0	0	0	0	0	0	-
TOTAL	2	1	6	12	16	3	10	2	52	\$72,073

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	2	1	6	1	4	1	15	\$74,997
Master's + 30 Hrs	2	0	3	9	9	0	6	1	30	71,215
Master's Degree	0	1	1	2	0	1	0	0	5	67,009
Missing Data	0	0	0	0	1	1	0	0	2	-
TOTAL	2	1	6	12	16	3	10	2	52	\$72,073

TOTAL YEARS OF EXPERIENCE										
5–9	0	0	3	0	0	0	0	0	3	\$63,299
10–14	1	0	0	1	0	0	0	0	2	59,663
15–19	0	0	0	2	0	0	0	0	2	68,981
20–24	0	0	3	2	3	0	2	0	10	70,433
25–29	0	0	0	2	8	2	5	0	17	75,797
30–34	1	1	0	5	3	0	3	1	14	71,408
35–39	0	0	0	0	1	0	0	1	2	78,331
Missing Data	0	0	0	0	1	1	0	0	2	-
TOTAL	2	1	6	12	16	3	10	2	52	\$72,073

^aIncludes IDEA Coordinators and Special Education Directors.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 71,421
 % Change in Median
 Salary Over One Year = + 1.9%

Maximum Salary = \$ 90,025
 Minimum Salary = \$ 51,425
 Standard Deviation = \$ 8,207

**SALARY DISTRIBUTION OF DIRECTORS OF STUDENT SERVICES^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$45,000	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	1	1	0	2	0	0	0	0	4	\$46,034
2,500-4,999.99	0	0	0	0	0	0	0	1	1	79,485
5,000-7,499.99	0	1	0	1	0	1	1	0	4	60,630
7,500-9,999.99	1	0	1	0	1	1	0	1	5	59,363
10,000-14,999.99	0	0	0	0	0	0	1	2	3	78,328
15,000-19,999.99	0	0	0	0	2	0	1	1	4	71,612
20,000-24,999.99	2	1	0	0	0	0	0	0	3	41,582
25,000-29,999.99	0	0	0	0	0	0	0	0	0	-
30,000 +	0	1	5	1	0	0	0	0	7	52,307
TOTAL	4	4	6	4	3	2	3	5	31	\$58,558

LENGTH OF CONTRACT										
12 Months	0	1	4	2	1	2	2	3	15	\$63,734
11 Months	1	0	0	0	1	0	1	2	5	65,265
10 Months	1	2	1	2	1	0	0	0	7	51,117
9 Months	2	1	1	0	0	0	0	0	4	43,784
TOTAL	4	4	6	4	3	2	3	5	31	\$58,558

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	1	0	0	1	1	3	\$72,385
Master's + 30 Hrs	0	1	2	2	1	2	0	2	10	62,344
Master's Degree	0	1	2	0	1	0	2	2	8	64,763
Bachelor's +18 Hrs	0	1	0	0	0	0	0	0	1	45,186
Missing Data	4	1	2	1	1	0	0	0	9	-
TOTAL	4	4	6	4	3	2	3	5	31	\$58,558

TOTAL YEARS OF EXPERIENCE										
5-9	0	0	1	0	0	0	0	0	1	\$50,891
10-14	0	1	0	1	0	0	0	0	2	52,594
15-19	0	1	2	0	0	0	1	0	4	56,926
20-24	0	0	0	1	0	0	0	0	1	56,617
25-29	0	0	0	0	0	0	1	2	3	78,222
30-34	0	1	1	1	2	1	1	3	10	66,206
35-39	0	0	0	0	0	1	0	0	1	66,768
Missing Data	4	1	2	1	1	0	0	0	9	-
TOTAL	4	4	6	4	3	2	3	5	31	\$58,558

^aIncludes Attendance Officers.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 56,000
 % Change in Median
 Salary Over One Year = + 1.6%

Maximum Salary = \$ 85,588
 Minimum Salary = \$ 26,334
 Standard Deviation = \$ 14,806

**SALARY DISTRIBUTION OF ATHLETIC DIRECTORS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$45,000	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	0	0	0	0	0	1	0	0	1	\$68,470
2,500-4,999.99	0	0	0	0	1	2	0	0	3	65,313
5,000-7,499.99	0	0	0	0	1	2	0	0	3	66,654
7,500-9,999.99	2	0	1	3	1	1	0	0	8	52,848
10,000-14,999.99	0	1	0	0	4	1	0	0	6	60,401
15,000-19,999.99	0	0	1	0	2	1	3	3	10	69,752
20,000-24,999.99	0	0	0	0	0	0	0	0	0	-
25,000-29,999.99	0	3	1	0	0	0	0	0	4	48,515
30,000 +	0	0	0	0	0	0	0	0	0	-
TOTAL	2	4	3	3	9	8	3	3	35	\$61,175

LENGTH OF CONTRACT										
12 Months	1	0	0	0	7	4	3	2	17	\$64,882
11 Months	0	0	2	3	2	3	0	1	11	62,080
10 Months	0	3	1	0	0	0	0	0	4	48,515
9 Months	1	1	0	0	0	1	0	0	3	53,737
TOTAL	2	4	3	3	9	8	3	3	35	\$61,175

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	0	0	0	0	0	0	-
Master's + 30 Hrs	0	0	1	1	0	2	0	0	4	\$61,862
Master's Degree	1	1	1	2	6	3	1	1	16	60,229
Bachelor's + 18 Hrs	0	3	1	0	1	1	0	1	7	57,516
Bachelor's Degree	0	0	0	0	2	2	2	0	6	67,648
Missing Data	1	0	0	0	0	0	0	1	2	-
TOTAL	2	4	3	3	9	8	3	3	35	\$61,175

TOTAL YEARS OF EXPERIENCE										
5-9	0	0	0	0	0	0	0	0	0	-
10-14	0	0	1	0	0	0	0	0	1	\$53,718
15-19	0	0	0	0	0	3	1	0	4	68,955
20-24	0	0	1	3	2	1	0	0	7	59,863
25-29	0	2	0	0	2	2	2	0	8	63,135
30-34	1	2	0	0	5	2	0	2	12	59,515
35-39	0	0	1	0	0	0	0	0	1	51,774
Missing Data	1	0	0	0	0	0	0	1	2	-
TOTAL	2	4	3	3	9	8	3	3	35	\$61,175

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 62,751
 % Change in Median
 Salary Over One Year = N/A

Maximum Salary = \$ 78,332
 Minimum Salary = \$ 25,000
 Standard Deviation = \$ 11,129

**SALARY DISTRIBUTION OF COORDINATORS OF FEDERAL PROJECTS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	+	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	2	1	3	2	0	0	8	\$64,753
2,500-4,999.99	2	2	2	2	1	1	0	10	61,863
5,000-7,499.99	0	0	0	1	0	0	0	1	65,709
7,500-9,999.99	0	0	0	3	0	0	0	3	67,249
10,000-14,999.99	0	1	0	0	1	0	0	2	66,297
15,000-19,999.99	0	0	0	1	0	0	1	2	75,108
20,000-24,999.99	0	0	0	0	1	0	0	1	74,822
25,000-29,999.99	0	1	1	0	3	0	2	7	71,630
30,000 +	0	0	0	0	0	2	0	2	78,117
TOTAL	2	6	4	10	8	3	3	36	\$67,205

LENGTH OF CONTRACT									
12 Months	0	4	4	7	6	2	3	26	\$68,909
11 Months	0	1	0	2	2	1	0	6	68,448
10 Months	1	1	0	1	0	0	0	3	56,850
9 Months	1	0	0	0	0	0	0	1	46,500
TOTAL	2	6	4	10	8	3	3	36	\$67,205

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	1	1	2	2	6	\$76,837
Master's + 30 Hrs	0	3	1	7	7	1	0	19	67,742
Master's Degree	1	2	2	2	0	0	1	8	63,378
Bachelor's +18 Hrs	1	0	0	0	0	0	0	1	44,372
Missing Data	0	1	1	0	0	0	0	2	-
TOTAL	2	6	4	10	8	3	3	36	\$67,205

TOTAL YEARS OF EXPERIENCE									
5-9	0	0	0	0	0	0	0	0	-
10-14	0	1	0	0	0	0	0	1	\$59,251
15-19	1	0	2	1	0	0	0	4	57,988
20-24	0	1	0	1	0	0	0	2	63,029
25-29	1	1	1	3	2	1	0	9	65,403
30-34	0	2	0	4	2	2	3	13	72,430
35-39	0	0	0	1	3	0	0	4	69,661
40-44	0	0	0	0	1	0	0	1	73,409
Missing Data	0	1	1	0	0	0	0	2	-
TOTAL	2	6	4	10	8	3	3	36	\$67,205

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 66,829

% Change in Median

Salary Over One Year = - 1.1%

Maximum Salary

= \$ 85,337

Minimum Salary

= \$ 44,372

Standard Deviation

= \$ 9,084

**SALARY DISTRIBUTION OF SCHOOL PSYCHOLOGISTS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$35,000	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	0	1	2	0	0	0	2	0	0	5	\$49,527
2,500-4,999.99	0	5	6	0	7	2	2	2	0	24	49,373
5,000-7,499.99	1	4	3	3	3	4	5	1	0	24	51,247
7,500-9,999.99	0	8	5	5	15	5	10	2	1	51	51,944
10,000-14,999.99	0	4	4	4	2	3	1	3	1	22	50,814
15,000-19,999.99	2	4	7	14	14	14	6	7	2	70	53,101
20,000-24,999.99	0	0	0	6	2	1	0	0	0	9	49,633
25,000-29,999.99	0	1	5	2	12	13	3	2	1	39	54,587
30,000 +	1	3	5	6	21	18	3	7	1	65	53,730
TOTAL	4	30	37	40	76	60	32	24	6	309	\$52,475

LENGTH OF CONTRACT											
12 Months	0	0	0	7	4	11	4	7	4	37	\$59,845
11 Months	0	0	2	0	0	4	4	5	0	15	59,554
10 Months	0	20	28	28	61	39	24	12	1	213	52,036
9 Months	4	10	7	5	11	6	0	0	1	44	45,988
TOTAL	4	30	37	40	76	60	32	24	6	309	\$52,475

EDUCATIONAL LEVEL											
Doctorate Degree	1	0	5	7	5	4	13	14	3	52	\$58,914
Master's + 30 Hrs	2	28	32	31	69	54	17	10	3	246	51,234
Master's Degree	0	1	0	2	2	1	1	0	0	7	51,743
Bachelor's +18 Hrs	1	1	0	0	0	0	0	0	0	2	32,077
Missing Data	0	0	0	0	0	1	1	0	0	2	-
TOTAL	4	30	37	40	76	60	32	24	6	309	\$52,475

TOTAL YEARS OF EXPERIENCE											
0-4	3	25	15	12	10	1	0	0	0	66	\$42,689
5-9	0	4	20	13	15	3	1	0	0	56	47,316
10-14	1	1	2	12	13	8	1	0	0	38	50,088
15-19	0	0	0	2	17	8	2	0	1	30	55,027
20-24	0	0	0	0	8	15	7	9	0	39	59,605
25-29	0	0	0	1	10	15	16	10	2	54	60,369
30-34	0	0	0	0	3	8	4	5	3	23	62,162
35-39	0	0	0	0	0	1	0	0	0	1	57,977
Missing Data	0	0	0	0	0	1	1	0	0	2	-
TOTAL	4	30	37	40	76	60	32	24	6	309	\$52,475

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 51,966
 % Change in Median
 Salary Over One Year = - 1.1%

Maximum Salary = \$ 83,585
 Minimum Salary = \$ 26,583
 Standard Deviation = \$ 9,266

**SALARY DISTRIBUTION OF SOCIAL WORKERS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	\$20,000 to	\$25,000 to \$29,999	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 +	TOTAL	Average Salary
0-2,499.99	0	1	0	1	2	1	0	0	0	5	\$39,260
2,500-4,999.99	0	0	1	0	0	1	1	1	0	4	47,121
5,000-7,499.99	3	1	1	0	0	1	0	0	2	8	36,162
7,500-9,999.99	0	0	0	4	7	1	2	2	3	19	47,134
10,000-14,999.99	0	1	1	0	2	2	2	0	0	8	42,718
15,000-19,999.99	0	0	0	2	1	1	0	0	0	4	42,326
20,000-24,999.99	0	0	0	0	0	1	0	0	0	1	46,282
25,000-29,999.99	0	0	2	7	4	4	3	2	0	22	43,469
30,000 +	0	0	0	0	5	4	1	2	3	15	51,418
TOTAL	3	3	5	14	21	16	9	7	8	86	\$44,820

LENGTH OF CONTRACT											
12 Months	0	0	1	0	2	0	0	3	6	12	\$55,775
11 Months	0	0	0	1	1	0	0	1	1	4	49,863
10 Months	0	1	1	7	7	8	7	3	1	35	45,397
9 Months	3	2	3	6	11	8	2	0	0	35	39,912
TOTAL	3	3	5	14	21	16	9	7	8	86	\$44,820

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	0	0	0	1	0	1	\$55,968
Master's + 30 Hrs	0	0	0	1	6	6	6	5	5	29	51,467
Master's Degree	0	1	1	1	2	1	2	0	1	9	44,428
Bachelor's +18 Hrs	0	0	1	0	0	1	0	0	0	2	41,211
Bachelor's Degree	0	0	0	1	0	1	0	0	0	2	42,553
Missing Data	3	2	3	11	13	7	1	1	2	43	-
TOTAL	3	3	5	14	21	16	9	7	8	86	\$44,820

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	1	1	2	0	0	0	0	4	\$38,381
5-9	0	0	1	1	2	0	0	0	0	4	38,605
10-14	0	0	0	1	3	4	0	0	0	8	45,357
15-19	0	0	0	0	1	3	2	0	0	6	48,393
20-24	0	1	0	0	0	0	3	2	2	8	52,331
25-29	0	0	0	0	0	0	3	3	2	8	56,668
30-34	0	0	0	0	0	2	0	1	0	3	50,837
35-39	0	0	0	0	0	0	0	0	2	2	65,113
Missing Data	3	2	3	11	13	7	1	1	2	43	-
TOTAL	3	3	5	14	21	16	9	7	8	86	\$44,820

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 44,516
 % Change in Median
 Salary Over One Year = + 3.2%

Maximum Salary = \$ 65,890
 Minimum Salary = \$ 20,146
 Standard Deviation = \$ 10,058

**SALARY DISTRIBUTION OF SUPERVISORS OF ADULT EDUCATION^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	0	1	0	2	0	0	3	\$68,860
2,500-4,999.99	1	2	0	0	0	1	0	4	60,054
5,000-7,499.99	1	0	0	0	1	0	0	2	57,848
7,500-9,999.99	0	0	0	1	2	1	0	4	71,181
10,000-14,999.99	2	0	1	0	0	1	0	4	57,476
15,000-19,999.99	1	0	0	1	1	1	0	4	62,796
20,000-24,999.99	0	0	0	1	0	0	0	1	65,317
25,000-29,999.99	1	0	1	0	0	0	0	2	54,898
30,000 +	0	1	1	0	0	0	1	3	67,736
TOTAL	6	3	4	3	6	4	1	27	\$63,208

LENGTH OF CONTRACT									
12 Months	2	1	3	0	6	4	1	17	\$67,421
11 Months	1	0	1	2	0	0	0	4	59,537
10 Months	2	1	0	0	0	0	0	3	50,759
9 Months	1	1	0	1	0	0	0	3	56,678
TOTAL	6	3	4	3	6	4	1	27	\$63,208

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	0	1	0	1	2	\$77,144
Master's + 30 Hrs	2	1	2	1	3	4	0	13	66,725
Master's Degree	2	1	2	2	2	0	0	9	61,375
Bachelor's + 18 Hrs	1	0	0	0	0	0	0	1	43,442
Missing Data	1	1	0	0	0	0	0	2	-
TOTAL	6	3	4	3	6	4	1	27	\$63,208

TOTAL YEARS OF EXPERIENCE									
0-4	1	0	0	0	0	0	0	1	\$44,612
5-9	0	0	0	0	0	0	0	0	-
10-14	2	0	0	1	0	0	0	3	53,928
15-19	0	0	2	0	1	1	0	4	68,887
20-24	1	1	2	0	2	0	0	6	61,588
25-29	0	0	0	0	1	0	0	1	71,274
30-34	1	0	0	1	2	3	0	7	69,478
35-39	0	0	0	1	0	0	1	2	74,488
40 +	0	1	0	0	0	0	0	1	59,460
Missing Data	1	1	0	0	0	0	0	2	-
TOTAL	6	3	4	3	6	4	1	27	\$63,208

^aIncludes Adult Program Coordinators.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary	= \$ 65,317	Maximum Salary	= \$ 83,658
% Change in Median Salary Over One Year	= N/A	Minimum Salary	= \$ 33,826
		Standard Deviation	= \$ 12,445

**SALARY DISTRIBUTION OF SUPERVISORS OF ELEMENTARY EDUCATION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM							
0-2,499.99	0	0	0	0	0	0	-
2,500-4,999.99	0	0	1	1	0	2	\$80,271
5,000-7,499.99	0	2	0	0	0	2	72,232
7,500-9,999.99	2	1	1	1	0	5	73,640
10,000-14,999.99	0	0	0	1	0	1	82,770
15,000-19,999.99	0	1	0	1	0	2	79,350
20,000-24,999.99	0	0	0	0	0	0	-
25,000-29,999.99	0	0	1	0	0	1	79,972
30,000 +	0	0	0	0	2	2	85,166
TOTAL	2	4	3	4	2	15	\$77,665

LENGTH OF CONTRACT							
12 Months	1	1	3	4	2	11	\$80,299
11 Months	0	3	0	0	0	3	72,206
10 Months	0	0	0	0	0	0	-
9 Months	1	0	0	0	0	1	65,071
TOTAL	2	4	3	4	2	15	\$77,665

EDUCATIONAL LEVEL							
Doctorate Degree	0	1	1	2	0	4	\$80,907
Master's + 30 Hrs	2	2	2	2	2	10	76,920
Master's Degree	0	1	0	0	0	1	72,153
TOTAL	2	4	3	4	2	15	\$77,665

TOTAL YEARS OF EXPERIENCE							
5-9	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	-
15-19	1	0	0	0	1	2	\$76,203
20-24	1	0	0	2	0	3	78,339
25-29	0	1	3	0	0	4	76,141
30-34	0	3	0	2	1	6	78,832
TOTAL	2	4	3	4	2	15	\$77,665

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 78,779
 % Change in Median
 Salary Over One Year = - 2.6%

Maximum Salary = \$ 85,166
 Minimum Salary = \$ 65,071
 Standard Deviation = \$ 7,017

**SALARY DISTRIBUTION OF SUPERVISORS OF SECONDARY EDUCATION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$65,000	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	0	0	0	0	0	0	0	-
2,500-4,999.99	0	0	1	0	0	0	2	3	\$85,308
5,000-7,499.99	1	2	1	0	0	0	0	4	66,470
7,500-9,999.99	1	0	0	1	1	0	0	3	73,933
10,000-14,999.99	0	0	0	1	1	0	0	2	81,555
15,000-19,999.99	0	1	0	1	0	0	1	3	79,087
20,000-24,999.99	0	0	0	0	0	0	0	0	-
25,000-29,999.99	0	0	0	0	1	0	0	1	80,601
30,000 +	0	0	0	0	0	1	0	1	89,443
TOTAL	2	3	2	3	3	1	3	17	\$77,295

LENGTH OF CONTRACT									
12 Months	2	1	1	1	3	1	3	12	\$79,041
11 Months	0	2	1	2	0	0	0	5	73,104
10 Months	0	0	0	0	0	0	0	0	-
TOTAL	2	3	2	3	3	1	3	17	\$77,295

EDUCATIONAL LEVEL									
Doctorate Degree	0	1	0	0	1	0	2	4	\$83,166
Master's + 30 Hrs	1	2	2	3	1	0	1	10	75,284
Master's Degree	1	0	0	0	1	1	0	3	76,170
Bachelor's +18 Hrs	0	0	0	0	0	0	0	0	-
TOTAL	2	3	2	3	3	1	3	17	\$77,295

TOTAL YEARS OF EXPERIENCE									
5-9	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	1	1	\$90,154
15-19	0	0	0	0	0	0	0	0	-
20-24	0	0	1	0	0	1	0	2	80,888
25-29	1	0	1	1	1	0	1	5	77,924
30-34	1	3	0	1	1	0	1	7	73,144
35-39	0	0	0	1	0	0	0	1	76,099
40-44	0	0	0	0	1	0	0	1	84,356
TOTAL	2	3	2	3	3	1	3	17	\$77,295

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 78,753
 % Change in Median
 Salary Over One Year = + 0.8%

Maximum Salary = \$ 93,438
 Minimum Salary = \$ 58,466
 Standard Deviation = \$ 10,632

**SALARY DISTRIBUTION OF CONSULTANTS/COORDINATORS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2003-04**

Salary Distribution Based On:	Less Than \$40,000	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	3	2	4	1	2	2	2	0	0	16	\$49,381
2,500-4,999.99	2	2	5	1	1	6	1	1	0	19	53,324
5,000-7,499.99	0	1	2	5	0	5	2	2	1	18	60,051
7,500-9,999.99	0	3	1	3	4	3	5	3	2	24	60,693
10,000-14,999.99	2	0	1	4	7	2	2	0	3	21	57,734
15,000-19,999.99	1	1	1	2	7	2	11	8	4	37	64,487
20,000-24,999.99	2	1	3	4	1	1	0	0	0	12	47,789
25,000-29,999.99	1	2	1	1	11	7	7	4	1	35	61,219
30,000 +	2	1	2	9	21	26	10	3	4	78	60,804
TOTAL	13	13	20	30	54	54	40	21	15	260	\$59,223

LENGTH OF CONTRACT											
12 Months	2	2	2	7	26	34	28	18	11	130	\$64,074
11 Months	1	1	0	9	12	16	8	3	4	54	61,126
10 Months	3	6	10	11	14	2	1	0	0	47	51,365
9 Months	7	4	8	3	2	2	3	0	0	29	46,673
TOTAL	13	13	20	30	54	54	40	21	15	260	\$59,223

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	1	2	4	4	6	17	\$71,158
Master's + 30 Hrs	2	1	7	16	26	34	29	14	7	136	61,941
Master's Degree	6	7	7	10	23	18	7	3	2	83	56,210
Bachelor's +18 Hrs	0	5	5	0	4	0	0	0	0	14	49,059
Bachelor's Degree	2	0	0	1	0	0	0	0	0	3	41,405
Missing Data	3	0	1	3	0	0	0	0	0	7	-
TOTAL	13	13	20	30	54	54	40	21	15	260	\$59,223

TOTAL YEARS OF EXPERIENCE											
0-4	2	1	0	0	0	0	0	0	0	3	\$37,547
5-9	4	3	3	2	3	0	0	0	0	15	45,858
10-14	0	4	2	9	6	6	2	0	0	29	55,173
15-19	1	2	1	4	7	7	3	1	0	26	56,941
20-24	1	2	3	3	15	7	3	1	3	38	58,903
25-29	0	1	1	8	14	26	16	11	5	82	63,540
30-34	2	0	7	1	6	6	14	7	5	48	62,924
35-39	0	0	1	0	2	2	2	1	1	9	64,172
40-44	0	0	1	0	1	0	0	0	1	3	60,867
Missing Data	3	0	1	3	0	0	0	0	0	7	-
TOTAL	13	13	20	30	54	54	40	21	15	260	\$59,223

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 60,002
 % Change in Median
 Salary Over One Year = + 0.5%

Maximum Salary = \$ 85,702
 Minimum Salary = \$ 21,453
 Standard Deviation = \$ 10,884

ADDITIONAL DESCRIPTIVE STATISTICS 2003–04 School Year

This information is provided for those positions with missing data that make detailed comparisons of salary by education or experience impractical and those positions with fewer than ten individuals meeting the criteria for inclusion in this report. Only individuals employed full-time in the position (1.0 FTE) with a contract length of 190 days or more are included. Annual salary figures exclude extracurricular supplements and bonus and incentive pay.

CAREER & TECHNOLOGY EDUCATION CENTER DIRECTORS

Number	=	40	Maximum Salary	=	\$ 92,907
Median Salary	=	\$ 74,008	Minimum Salary	=	\$ 50,000
Average Salary	=	\$ 73,770	% Change in Median		
Standard Deviation	=	\$ 9,021	Salary Over One Year	=	– 0.8 %

CAREER & TECHNOLOGY EDUCATION CENTER ASSISTANT DIRECTORS

Number	=	19	Maximum Salary	=	\$ 72,254
Median Salary	=	\$ 65,478	Minimum Salary	=	\$ 45,309
Average Salary	=	\$ 63,108	% Change in Median		
Standard Deviation	=	\$ 7,466	Salary Over One Year	=	+ 1.4 %

DIRECTORS OF ADULT EDUCATION

Number	=	24	Maximum Salary	=	\$ 80,923
Median Salary	=	\$ 65,488	Minimum Salary	=	\$ 35,914
Average Salary	=	\$ 65,568	% Change in Median		
Standard Deviation	=	\$ 9,293	Salary Over One Year	=	– 4.9 %

DIRECTORS OF ATTENDANCE

Number	=	6	Maximum Salary	=	\$ 62,893
Median Salary	=	\$ 44,809	Minimum Salary	=	\$ 30,427
Average Salary	=	\$ 45,082	% Change in Median		
Standard Deviation	=	\$ 13,898	Salary Over One Year	=	N/A

DIRECTORS OF CAREER & TECHNOLOGY EDUCATION

Number	=	9	Maximum Salary	=	\$ 82,584
Median Salary	=	\$ 68,372	Minimum Salary	=	\$ 29,132
Average Salary	=	\$ 65,458	% Change in Median		
Standard Deviation	=	\$ 14,976	Salary Over One Year	=	+ 0.9%

DIRECTORS OF COMMUNICATIONS/PIO

Number	=	11	Maximum Salary	=	\$ 81,834
Median Salary	=	\$ 55,762	Minimum Salary	=	\$ 35,422
Average Salary	=	\$ 58,920	% Change in Median		
Standard Deviation	=	\$ 13,968	Salary Over One Year	=	N/A

ADDITIONAL DESCRIPTIVE STATISTICS 2003–04 School Year

DIRECTORS OF EARLY CHILDHOOD DEVELOPMENT

Number	=	13	Maximum Salary	=	\$ 80,318
Median Salary	=	\$ 65,230	Minimum Salary	=	\$ 29,395
Average Salary	=	\$ 64,123	% Change in Median		
Standard Deviation	=	\$ 15,626	Salary Over One Year	=	+ 2.9 %

DIRECTORS OF FINANCE/BUSINESS MANAGERS (Includes Finance Officers/Fiscal Affairs)

Number	=	42	Maximum Salary	=	\$117,300
Median Salary	=	\$ 67,517	Minimum Salary	=	\$ 34,073
Average Salary	=	\$ 67,518	% Change in Median		
Standard Deviation	=	\$ 16,630	Salary Over One Year	=	– 3.8 %

DIRECTORS OF FOOD SERVICES

Number	=	30	Maximum Salary	=	\$ 77,265
Median Salary	=	\$ 55,844	Minimum Salary	=	\$ 24,032
Average Salary	=	\$ 54,867	% Change in Median		
Standard Deviation	=	\$ 13,133	Salary Over One Year	=	– 0.6 %

DIRECTORS OF MAINTENANCE (Includes Superintendents of Buildings and Grounds)

Number	=	31	Maximum Salary	=	\$ 86,661
Median Salary	=	\$ 64,109	Minimum Salary	=	\$ 39,579
Average Salary	=	\$ 62,322	% Change in Median		
Standard Deviation	=	\$ 12,251	Salary Over One Year	=	+ 4.0 %

DIRECTORS OF TECHNOLOGY

Number	=	39	Maximum Salary	=	\$ 92,494
Median Salary	=	\$ 67,108	Minimum Salary	=	\$ 36,000
Average Salary	=	\$ 65,848	% Change in Median		
Standard Deviation	=	\$ 13,105	Salary Over One Year	=	+ 1.4 %

DIRECTORS OF TRANSPORTATION (Includes Supervisors of Vehicles)

Number	=	39	Maximum Salary	=	\$ 82,816
Median Salary	=	\$ 50,536	Minimum Salary	=	\$ 17,394
Average Salary	=	\$ 52,187	% Change in Median		
Standard Deviation	=	\$ 17,859	Salary Over One Year	=	+ 1.5 %

ADDITIONAL DESCRIPTIVE STATISTICS 2003–04 School Year

DISTRICT ACCOUNTANTS/ACCOUNTING MANAGERS

Number	=	19	Maximum Salary	=	\$ 69,624
Median Salary	=	\$ 47,254	Minimum Salary	=	\$ 31,525
Average Salary	=	\$ 48,255	% Change in Median		
Standard Deviation	=	\$ 11,568	Salary Over One Year	=	+ 0.4%

EDUCATIONAL EVALUATORS

Number	=	9	Maximum Salary	=	\$ 82,533
Median Salary	=	\$ 61,215	Minimum Salary	=	\$ 37,295
Average Salary	=	\$ 59,444	% Change in Median		
Standard Deviation	=	\$ 14,914	Salary Over One Year	=	+ 9.7%

GRANT WRITERS

Number	=	8	Maximum Salary	=	\$ 76,100
Median Salary	=	\$ 64,865	Minimum Salary	=	\$ 36,000
Average Salary	=	\$ 61,140	% Change in Median		
Standard Deviation	=	\$ 15,261	Salary Over One Year	=	+ 30.3 %

INSTRUCTIONAL COACHES (Includes Literacy and Math/Science Coaches)

Number	=	157	Maximum Salary	=	\$ 68,114
Median Salary	=	\$ 50,029	Minimum Salary	=	\$ 30,429
Average Salary	=	\$ 49,877	% Change in Median		
Standard Deviation	=	\$ 7,150	Salary Over One Year	=	N/A

JOB PLACEMENT COORDINATORS (Includes School-to-Work Coordinators and Job Developers)

Number	=	35	Maximum Salary	=	\$ 75,678
Median Salary	=	\$ 54,950	Minimum Salary	=	\$ 27,502
Average Salary	=	\$ 53,674	% Change in Median		
Standard Deviation	=	\$ 12,732	Salary Over One Year	=	N/A

OCCUPATIONAL/PHYSICAL THERAPISTS

Number	=	113 ^a	Maximum Salary	=	\$ 77,978
Median Salary	=	\$ 46,641	Minimum Salary	=	\$ 25,855
Average Salary	=	\$ 46,494	% Change in Median		
Standard Deviation	=	\$ 8,570	Salary Over One Year	=	N/A

^aIncludes therapists with a contract length of 180 days or more.

ADDITIONAL DESCRIPTIVE STATISTICS 2003–04 School Year

PURCHASING AGENTS

Number	=	13	Maximum Salary	=	\$ 70,278
Median Salary	=	\$ 60,871	Minimum Salary	=	\$ 32,223
Average Salary	=	\$ 54,512	% Change in Median		
Standard Deviation	=	\$ 13,417	Salary Over One Year	=	+ 28.3 %

SCHOOL NURSES

Number	=	604 ^a	Maximum Salary	=	\$
Median Salary	=	\$ 30,288	Minimum Salary	=	\$
					10,800
Average Salary	=	\$ 29,849	% Change in Median		
Standard Deviation	=	\$ 7,018	Salary Over One Year	=	N/A

^aIncludes nurses with a contract length of 180 days or more.

SPEECH THERAPISTS

Number	=	683	Maximum Salary	=	\$ 61,027
Median Salary	=	\$ 42,248	Minimum Salary	=	\$ 25,365
Average Salary	=	\$ 42,510	% Change in Median		
Standard Deviation	=	\$ 7,708	Salary Over One Year	=	+ 5.1%

SUPERVISORS OF PAYROLL

Number	=	16	Maximum Salary	=	\$ 58,000
Median Salary	=	\$ 38,484	Minimum Salary	=	\$ 24,000
Average Salary	=	\$ 38,698	% Change in Median		
Standard Deviation	=	\$ 8,172	Salary Over One Year	=	+ 4.2 %

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